


Approved For Release 2006/06/13 : CIA-RDP84-00780R003700120005-6  
STAT

MR.  - 9 June 70

MR.  10 June 70

MR. COFFEY  20 JUN 1970

MR. BANNERMAN 

MORI/CDF Pages 4-12

**SECRET****DTR-5058**

FILE

*Training 3-1*

DD/S 70.2360

08 JUN 1970

*DRB*  
11 JUN 1970**MEMORANDUM FOR: Executive Director-Comptroller****SUBJECT : Military Career Trainees****REFERENCE : Memo to DTR from Ex Dir-Compt dtd 27 May 1970, same subject**

1. The Career Training Program ceased its sponsorship of trainees for military service in July 1968 and is in the process of phasing out this activity. A relatively poor retention rate within this group, coupled with reduced requirements for Career Trainees, has made military sponsorship an inappropriate device for the recruitment and training of potential careerists.

2. A total [ ] military trainees, recruited originally in 1967-68, remain in the Program and are scheduled to civilianize at varying times between July 1970 and May 1971. By the latter date, use of all the military programs--Army, Air Force, and Marine Corps--will have been terminated.

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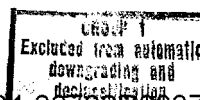
3. Our records indicate that [ ] military trainees in the Program during the five and one-half year period between January 1964 and July 1969, approximately 45% already have left the Agency, most having done so either at the time of, or shortly after, completion of military service. By contrast, the attrition rate among civilian trainees recruited externally during the same period has been approximately 22%.

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4. Preliminary results from a study now being made by the Career Training Staff indicate that about [ ] trainees have been sponsored for military service since the Program's inception in 1951. Approximately half of these trainees are estimated to be still on duty with the Agency.

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5. Four of the five CTs cited in the referent report as resigning from the Program requested release from Agency training at the time they were detailed here by their respective military services. These four appear never to have had even reasonable motivation toward long-term Agency employment and simply served their period of obligated military service before entering upon the practice of the law. The fifth CT cited had been referred to the Agency by Dennis Helms, the Director's

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**SUBJECT: Military Career Trainees**

son. He had completed the training cycle and was assigned to the Office of Current Intelligence, only to decide that the Agency lacked "professionalism" in intelligence.

6. The services of many topflight professional careerists have been acquired through military sponsorship, but obviously the Program has become a luxury which the Agency can no longer afford.



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**HUGH T. CUNNINGHAM**  
Director of Training

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Executive Registry
76-2610/1

DIR-5030

27 May 1970

MEMORANDUM FOR: Director of Training

SUBJECT : Military Career Trainees

REFERENCE : Memo to DCI from D/Pers dtd 19 May 70,  
Subj: Career Training Program,  
Quarterly Report

1. I note in referent report to the Director that all of the losses from the Career Training Program are military CT's who resigned upon completion of military obligation. I think this raises once again the question of whether these individuals are truly motivated toward making a career in the Central Intelligence Agency or in performing their military obligation only on duty with us.

2. Would you please look into the history of this Program and give me a report, along with your recommendations, sometime in the very near future.



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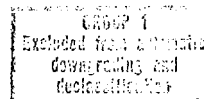
L. K. White

Executive Director-Comptroller

Attachment:  
Reference

cc: Director of Personnel

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Executive Registry

70-26-10

19 MAY 1970

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Career Training Program, Quarterly Report

REFERENCE : Memo for Director of Personnel from Director,  
dated 22 Aug 68, Same Subject

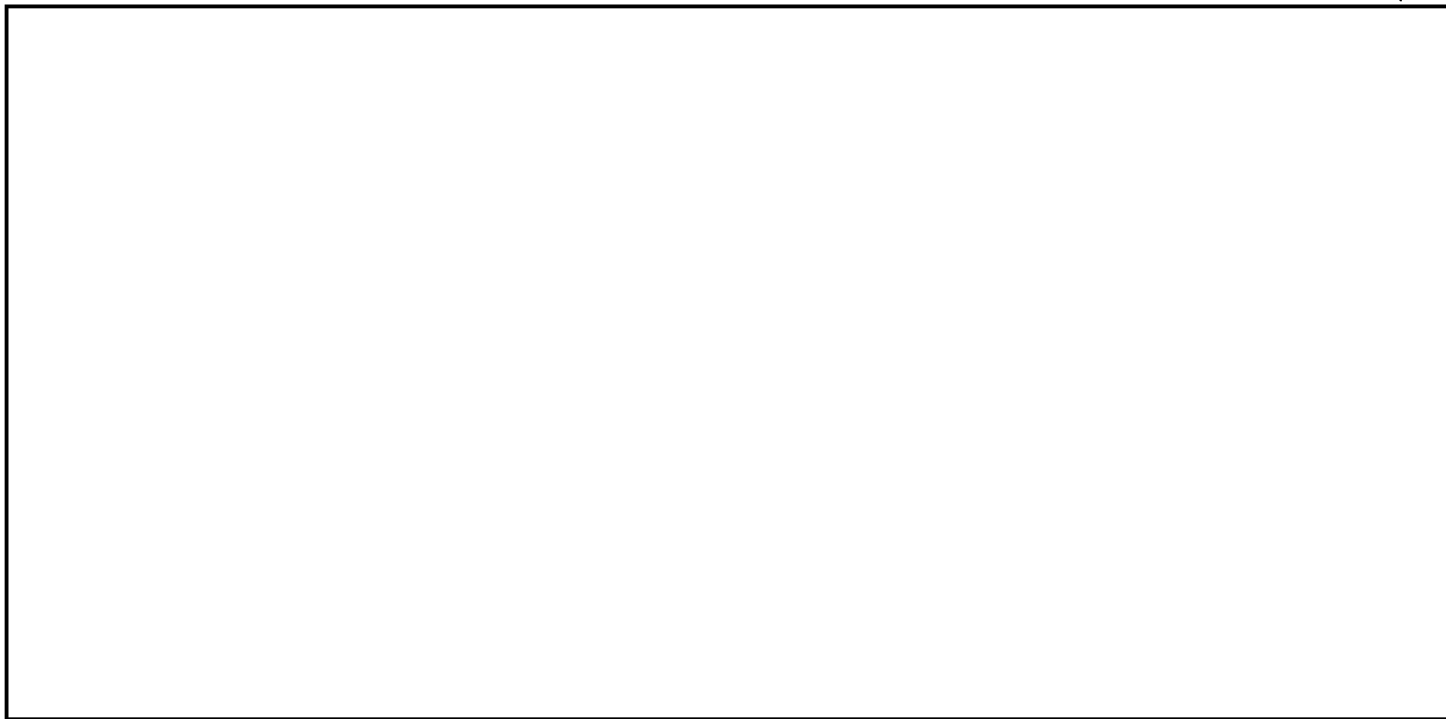
1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 31 December 1969 there were  current and former Career Trainees on duty in the Agency. During the period January - March 1970 a total of 8 were added to the Program and 24 resigned.

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3. Of the 24 who separated, 15 left for job-related reasons, of whom 9 expressed disappointment with their experience here. An examination of the Fitness Reports of these 9 reveals that 4 were performing their jobs well and were rated Strong, while 5 who performed less well were rated Proficient. The remaining 6 who left for job-related reasons included 2 whose performance was unsatisfactory and 4 who wished to pursue another career but who were otherwise satisfied with their experience in the Agency.

4. Losses during the past quarter, compared with experience during the previous two years, were as follows:

GROUP 1  
Excluded from automatic  
downgrading and  
declassification~~SECRET~~

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- 2 -

## SUBJECT: Career Training Program, Quarterly Report

	Jan-Mar 1968	Jan-Mar 1969	Jan-Mar 1970
Average Age	29	30	31
Average Grade	GS-10.0	GS-10.8	GS-10.5
Average Tenure	39 mos.	57 mos.	56 mos.
Reasons Stated:			
External Factors	4 (24%)	11 (40%)	9 (37.5%)
Job Related	13 (76%)	17 (60%)	15 (62.5%)

5. Exit interviews were conducted with 21 who resigned at Headquarters; 3 who resigned in absentia submitted written statements regarding their reasons for departure. Results are reflected, by Directorate, in the attached summaries.

/s/ Robert S. Wattles

Robert S. Wattles  
Director of Personnel

## Attachments

## Distribution:

Original      - DCI  
                  1 - DDCI  
                  1 - ExDir-Compt  
                  1 - ER  
                  2 - DDS  
                  1 - D/Pers  
                  1 - C/CTP  
                  1 - DD/Pers/R&P


DD/Pers/R&amp;P

(13 May 1970)

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S E C R E T

CLANDESTINE SERVICE

<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
	28	GS-10/2	35 mos.	FI/D	Uncertain about long-range desire for Agency career; returned to graduate school to complete advanced degree.
	29	GS-10/2	35 mos.	AF	Decided he is not suited to CS career; saw uncertain future and poor prospects for advancement.
	37	GS-12	94 mos.	CCS	Desire for career change.
	34	GS-12	76 mos.	CCS	Difficulties of achievement in non-official cover position; loss of interest in Agency career.
	33	GS-12	127 mos.	EUR	Family responsibilities--maternity.
	32	GS-11	103 mos.	SB	Desire for career change.

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<div style="border: 1px solid black; width: 100%; height: 100%;"></div>	32	GS-12	75 mos.	AF	Decline in motivation; desire for greater job satisfaction and feeling of contribution.
	34	GS-10/2	41 mos.	FE, <div style="border: 1px solid black; width: 30px; height: 15px;"></div>	Job dissatisfaction; loss of interest in CS career; failure to obtain desired reassignment; offered appointment as Postal Inspector. 25X1
	40	GS-11/5	81 mos.	WH	Developing incompatibility with CS career; desire for change; joined John Hancock Ins. Co.
	31	GS-12	84 mos.	NE	Growing conviction that opportunities for advancement too limited; desire for career change; joined AID.
	37	GS-11/4	66 mos.	FI/D	Dissatisfied with "bureaucracy in the Agency"; saw limited prospect of achieving any significant responsibility and authority.

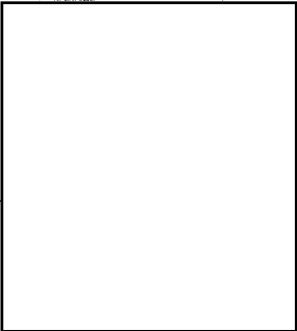

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INTELLIGENCE

<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
	26	GS-10/2	28 mos.		Dislike for Washington area; lack of challenge and interest in job.
	31	GS-13	62 mos.	ONE	Desire for career change; feeling of having reached plateau with little opportunity to make any further significant contribution.
	30	GS-11/3	67 mos.	DCS	Greater opportunity for advancement in outside employment.

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SUPPORT SERVICES

<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
[REDACTED]	32	GS-10/5	84 mos.	C/DDS	Unsatisfactory performance.
	32	GS-11/5	78 mos.	[REDACTED]	Desire for career change; good offer from Bache and Company.
	28	GS-11/2	40 mos.	WH	Dissatisfied with work, and with what he considered his prospects for the future.
	27	GS-11/2	28 mos.	OP/RD	Offered substantial advancement in private business.

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SCIENCE AND TECHNOLOGY

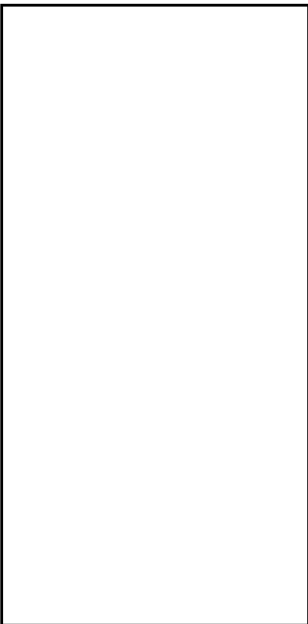
<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
<div data-bbox="152 1239 360 1295" style="border: 1px solid black; width: 128px; height: 27px;"></div>	37	GS-12/3	124 mos.	OSI	Unsatisfactory performance.

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CAREER TRAINING PROGRAM

<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
	29	Captain	22 mos.	OC	Military CT; resigned upon completion of military obligation; returned to parent service for separation.
	26	1st Lt.	13 mos.	CTP	Military CT; resigned upon completion of military obligation; returned to parent service for separation.
	27	1st Lt.	9 mos.	CTP	Military CT; resigned upon completion of military obligation; returned to parent service for separation.
	27	1st Lt.	32 mos.	CTP	Military CT; resigned upon completion of military obligation; returned to parent service for separation.
	28	1st Lt.	13 mos.	CTP	Military CT; resigned upon completion of military obligation; returned to parent service for separation.

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70-2360

Executive Registry  
70-2610/2

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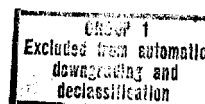
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